



You're invited to the KIMBERLY Labor Law Clinic!

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| ▶ October 20, 2010 (Wednesday) | ▶ Liberty Hall |
| ▶ 8:30 a.m. – 3:30 p.m. | ▶ Kimberly, WI |

Program	8:30 a.m. - KICKOFF
	8:45 a.m. - "Deciding Who Is Eligible for Unemployment Insurance" Laura Parker
	10:00 a.m. - Break
	10:15 a.m. - "Defining Misconduct Under WI Unemployment Insurance Law" Laura Parker
	11:45 a.m. - Lunch
	12:30 p.m. - "An Overview of Wisconsin's Labor Standards Laws" Paola Parodi
	1:45 p.m. - Break
	2:00 p.m. - "Workplace Harassment" Monica Erdmann
	3:15 p.m. - Wrap-up, adjournment
Time	Check-In begins at 8:00 a.m. Program begins at 8:30 a.m. Lunch is at 11:45 a.m.
Cost	\$77 per person. Substitutions allowed. PRICE INCLUDES: Juice, coffee, and rolls upon arrival, refreshments at breaks, and lunch.
Site	Liberty Hall Banquet and Conference Center, 800 Eisenhower Dr., Kimberly, WI. 54136. Liberty Hall is located at 800 Eisenhower Drive in Kimberly, one block east of HWY 441 and north of the intersection of College Ave/County CE and Eisenhower Drive. (920) 731-0164
Registration	Complete and return the form that appears below. Seating is limited, so early advance registration is recommended. No discounts allowed for multiple reservations, missed meals, etc. Note: Last day for refunds or cancelations is October 13, 2010. Registrations not canceled by this date shall be subject to full payment of the registration fee. Contact Robert Friedl at (920) 720-5600 if you wish to confirm that your registration was received or to cancel. Please keep all of the above information for future reference and return only the reservation form below.

PLEASE RESERVE _____ SEATS at the Kimberly Labor Law Clinic at \$77 each for a total of \$_____.
(Enclose full payment if paying by check or money order.) Make checks payable to: **Fox Valley Workforce Development Board.**

Name(s) 1. _____ 3. _____
2. _____ 4. _____

Company/firm
Name _____

St. Address (P.O. Box) _____

City _____ State _____ Zip _____ Phone _____

TO REGISTER: Mail this form to Fox Cities Workforce Development Center, Attn: Robert Friedl, 1401 McMahon Drive, Neenah, WI 54956, OR, FAX to (920) 832-5297. If you are going to fax your registration please mail your payment. **Please choose only ONE reservation method.**

HERE'S WHAT WE'LL COVER!

8:45 a.m. “Deciding Who Is Eligible for Unemployment Insurance” Provides an overview of the primary issues affecting employee eligibility and employer liability for Unemployment Insurance benefits. Includes a discussion of quits, discharges, offers of work, work available, and how terms such as “able to work” and “available for work” are defined by UI. Offers an opportunity for the audience to ask, and get answers to, questions about how and why UI benefits are paid.

10:15 a.m. “Defining Misconduct Under WI Unemployment Insurance Laws” Identifies the factors used by UI staff and the courts to define misconduct which can result in a claimant’s disqualification for UI benefits. Covers what is and isn’t a termination for misconduct, including absenteeism, dishonesty, and violation of company rules. Also covers the basic elements which UI considers in its investigation of a discharge issue, what information UI requests from employers and claimants, and their appeal rights.

12:30 p.m. “An Overview Of Wisconsin’s Labor Standards Laws” Focuses on issues relating to overtime, hours of work, wage payment requirements, and minimum wage. Also includes a discussion of child labor. Time permitting, also provides information on topics such as the Business Closing/Mass Layoff Notification law and personnel records.

2:00 p.m. “Workplace Harassment” Provides information about harassment under the Wisconsin Fair Employment Law. Includes a discussion of sexual harassment and harassment based on other characteristics such as race, color, national origin, and sexual orientation. Utilizes case law to illustrate concepts, emphasizes the importance of strong company policies prohibiting unlawful harassment, and provides suggestions for handling and investigating complaints.

HERE ARE YOUR PRESENTERS!

LAURA PARKER has been with the Unemployment Insurance Division since 2001. She worked as an adjudicator and is currently employed by the Division as a Disputed Claims Analyst. In this capacity, she assists in the development of laws and policies for Unemployment Insurance, trains adjudicators, evaluates decisions using state and federal guidelines, and provides technical assistance on complex claims. She also responds to inquiries from employers, claimants, and the legislature, as well as testifying at Unemployment Insurance appeal hearings. Laura Parker is a 1997 graduate of University of Wisconsin-Green Bay with a BA degree in Human Development and in Public Administration.

PAOLA PARODI began employment with the State of Wisconsin in February 2006. She currently works as a labor standards investigator in the Equal Rights Division in Milwaukee. She graduated from the University of Notre Dame with a degree in Government and International Relations, and then from the University of Wisconsin Law School.

MONICA ERDMANN has been employed as an investigator with the Civil Rights Bureau of the Wisconsin Equal Rights Division since 1992. During her employment with the Equal Rights Division, Monica has investigated and worked to resolve numerous complaints dealing with discrimination, the Wisconsin Family and Medical Leave Act and other prohibited actions. She has spoken regarding these issues to employer, employee and student groups since beginning her employment with the Department. Monica works out of the Equal Rights Division field office in Menasha. She is a graduate of UW-Oshkosh with a degree in Sociology.

IS THIS YOUR FIRST CLINIC?

THIS DAY-LONG CLINIC will include speakers from the Worker’s Compensation, Unemployment Insurance, and Equal Rights Divisions with detailed information and practical guidance to help employers avoid violating state laws and rules in the topic areas on the Clinic agenda. This educational program contains information that will help employers prepare for state agency hearings and other administrative proceedings, if they become necessary. There will be ample opportunities to ask questions of the presenters, all of who are experts in the laws and programs of which they speak.

THE WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT does not discriminate on the basis of disability in the provision of services or in employment. If you need assistance in using this service, please contact us. Deaf, hearing- or speech-impaired callers may reach us through the Wis. Telecommunication Relay System (WisTRS).

A schedule of future labor law clinics can be viewed on the Department of Workforce Development website at: <http://wisconsin.gov.dwd.state.wi.us/laborlaw/>